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ABSTRACT

This bibliography, part of a 2-volume set, is intended as a guide for on-site day care developers, staff, and parents. The annotated portion includes books, articles, and reports on on-site day care centers in the United States and in other countries. Included are those centers located in industry, federal and state government facilities, hospitals, the military, and on college campuses. A separate listing of literature reviewed, categorized under the headings "Staff Development and Evaluation," "Infant Day Care," "General Interest," "Other Countries," and "Policy Issues" is also included to facilitate use by parents, day care staff, and other groups interested in current day care literature. Finally, a current listing of doctoral dissertations related to day care is provided. (Author/MP)

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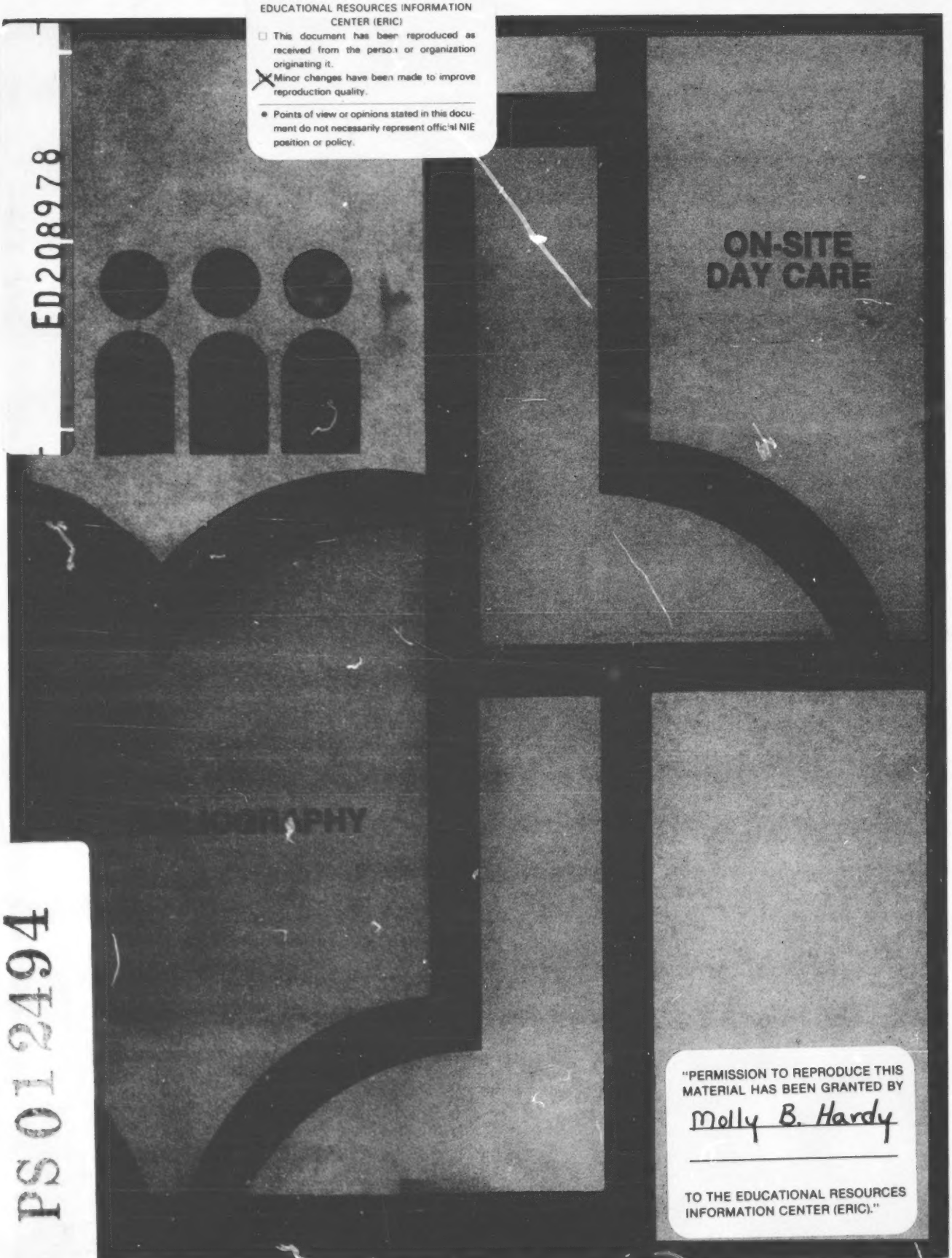

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FOREWORD

This comprehensive bibliography is intended as a guide for on-site day care developers, staff, and parents. The annotated portion includes books, articles, and reports dealing with on-site centers in industry, government, hospitals, the military, and on college campuses, in this country and abroad.

A separate listing of reviewed literature has been categorized under the headings of Staff Development & Evaluation, Infant Day Care, General Interest Other Countries, and Policy Issues, to facilitate use by parents, day care staff, and other groups interested in current day care literature.

Finally, a current listing of doctoral dissertations related to day care is included.

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1. ON-SITE DAY CARE

Avrin, C. *Corporations and Child Care: Profit-Making Day Care, Work Place Day Care, and a Look at the Alternatives*. Cambridge, Mass.: Women's Research Action Project, 1974.

This study offers a detailed description of profit-making day care and the inherent difficulty of making a profit on daily operations while maintaining uncompromised quality. The report includes a description of on-site day care centers run by three companies—Stride-Rite, Avco, and KLH—along with their problems and insights. The study concludes with an optimistic proposal for cooperative on-site day care centers, in which workers, parents, community teachers, children, and company are interdependent.

Besner, A. *Day Care Services: Industry's Involvement: Bulletin No. 296*. Washington, D.C.: Women's Bureau, Department of Labor, 1971.

This bulletin, which is to be updated by the Women's Bureau, provides an overview of the need for services for the children of working mothers. Topics discussed include historical developments in industry day care programs, alternative roles for industry involvement, costs of operating day care centers, and income tax allowances. The bulletin gives examples of unique programs that suggest various ways in which industry can play a more realistic role in day care development. (ERIC Annotation)

Bikales, G., and Kolesar, J., editors. *Day Care: A Program in Search of a Policy*. Princeton, N.J.: Center for Analysis of Public Issues, 1978.

In a brief section dealing with on-site day care, the author argues that due to an oversupply of workers and many unsatisfactory attempts at day care, it is unlikely that employer-subsidized day care will become a trend.

Cargill, G. "Child Care on Campus." *Young Children*, 1977, *32*(2): 20-23.

This article describes the child care center at California State University, Northridge, which is financed through Associated Students funds. As of June 1975, all campus child care centers received accreditation by the Child Development Support Unit of the State Department of Education. Children bring their own lunches, and parent participation at the center is very high.

Chapman, J. E. *The Realities and Fantasies of Industry-Related Child Care*. Proceedings of University of Colorado Medical Center Child Care Project. Denver, Col.; May 21, 1973.

These symposium proceedings include summaries of papers and discussions by participating industrial representatives and early childhood professionals on various aspects of child care relating to industry's role in initiating and maintaining child care programs for employees. The impact of child care programs on absenteeism, personnel turnover, and job performance is discussed. Appendixes (which make up one-third of the document) include basic child care equipment lists, family home care costs, brief descriptions of a number of industrial child care programs, and excerpts from legislation concerned with child care. (ERIC Annotation)

Douglass, J. I. *Dollars and Sense: Employer-Supported Child Care*. Carson City, Nev.: Child Care Services Division, Department of Human Resources, 1976.

This report presents examples of many models of employer support of the child care needs of their employees. The rationale for involvement is corporate social responsibility, employee morale and recruitment, and affirmative action for equal employment opportunities for women and minorities. The steps to be taken in assessing an employer's ability to support day care are outlined, and the need for continuing commitment is stressed. The results of two surveys of child care needs in Nevada are included, as well as day care accreditation/evaluation procedures for that state.

Evans, E. B., and Shub, B. *Day Care for Infants: The Case for Infant Day Care and a Practical Guide*. Boston: Beacon Press, 1972.

The authors present all the major considerations of day care for infants. Section one addresses the "whys" of infant day care and presents a comprehensive outline of day care abroad, as well as ten demonstration research models for infant day care in America. Section two is a practical guide for starting and operating an infant day care center, using the Castle Square Infant Center in Boston as a model.

The book includes a brief review of a few industry-based, on-site centers.

Foster, B. "Child Care Center Yields High Dividends." *Hospitals* (Journal of the American Hospital Association), 1978, *52* (16): 66-67.

In an effort to reduce staff turnover and to improve employee morale, a medical center established an around-the-clock, hospital-based child care center. The center has maintained a developmental approach, by establishing goals for each child enrolled in the program and monitoring each child's progress on a regular basis. (ERIC Annotation)

Frost, J., and Schneider, H. *Types of Day Care and Parents' Preferences: Final Report, Part VII.* Minneapolis, Minn.: Day Care Policy Studies Group, Institute for Interdisciplinary Studies, December 1971.

This report presents a survey of parents' preferences among the major types of existing day care services. Most children of working parents are cared for in their homes and/or by relatives, and most parents are satisfied with such arrangements. But there is much interest among working mothers and potential working mothers in child care centers. Preschool education is of primary importance among nonwhite mothers; closeness to home and low cost are of particular concern to low-income families. A brief section describes and evaluates industrial day care in very general terms.

Galinsky, E., and Hooks, W. H. *The New Extended Family: Day Care That Works.* Boston: Houghton Mifflin Co., 1977.

This book offers descriptions of a diverse collection of successful day care alternatives, including three on-site centers. The authors summarize the common characteristics of each, observing that the lack of funding and legislative support, while the major problem of day care, is also its major strength; this lack has resulted in a broad spectrum of programs, specifically tailored to the communities in which they began.

Glickman, B. M., and Springer, N. B. *Who Cares for the Baby?* New York: Schocken Books, 1978.

This book provides a general discussion of the current interest for infant day care, and the various solutions that have been found. There are excellent profiles of several industry-sponsored on-site day care programs, including the Stride-Rite Children's Center, KLH, and Middlesex County Hospital. Infant group care in other countries is reviewed, and the role of industry and government in child care is discussed.

Greenblatt, B. *Responsibility for Child Care.* San Francisco: Jossey-Bass Publishers, 1977.

The life span of most industrial day care centers over the past 100 years has been quite short, this book observes. This is attributed to the fact that the pecuniary advantage of such centers to the employer is greatest during periods of high demand and low labor supply. The author believes that as the availability of day care increases in the future, operation of centers by employers will probably decline.

Greenblatt, B., and Eberhard, L. *Children on Campus: A Survey of Pre-Kindergarten Programs at Institutions of Higher Education in the United States.* Washington, D.C.: Women's Bureau, Employment Standards Administration, U.S. Department of Labor, 1973.

In an attempt to collect information about pre-kindergarten programs at institutions of higher learning, a random sample of 310 college and university presidents were asked to respond to a questionnaire. The purposes of the survey were the following: (1) to estimate how many pre-kindergarten programs are sponsored by colleges and universities within the United States; (2) to describe the operational features of these programs; (3) to identify similarities and differences between day care and other types of pre-kindergarten programs; and (4) to develop an empirically based typology or classification of pre-kindergarten programs. The information should prove useful to students, staff, faculty, and university administrators involved in the development of a campus-based pre-kindergarten program. (ERIC Annotation)

Grubb, W. N. *Alternative Futures for Child Care.* Berkeley, Cal.: School of Law, University of California, 1977.

Tracing the history of day care from the mid-19th century to the present, Grubb finds that federal and state intervention has been based on the "pathology model" and is often entirely unrelated to the needs and interests of the child in relation to the family. In response to the tendency of bureaucratization and professionalization to isolate children from their families, Grubb suggests that day care be viewed as an alternative, not a substitute, for family care, and that the parents, rather than the state, be the final judges of what constitutes adequate care. From this perspective, on-site day care would be initiated as a way of integrating family life and work life.

Hawkins, D.; Curran, J. R.; and Jordan, J. W. *Industry-Related Day Care: The KLH Child Development Center, Part I.* Cambridge, Mass.: KLH Development Center, 1970.

This report describes and evaluates the KLH industry-related child care center. It includes a presentation of the research design for the evaluation of the project, a discussion of the expectations of the various groups involved, the progress to date in establishing the center, and critical decisions made by the groups involved. (A second, unavailable report covers the activities of the fully operational program for 12 months beginning May 1969.)

"Hospitals and Community College Co-Sponsor Day Care Centers." *Hospitals,* August 1, 1975, 49 (4).

Mercy Medical Center and Anoka-Ramsey Community College, in Coon Rapids, Minnesota, opened a cooperative day care facility in 1974. Hospital-based in new facilities built for the project, the center serves children between 6 weeks and 9 1/2 years old whose parents are employees or students of either organization. Grouping is determined by age. Children attend in three-hour blocks, from 6 a.m. to 6 p.m., Monday through Friday. Staff includes a certified elementary school teacher and students at the college in education training. Space, supplies, and equipment are provided by the hospital, whose dietary department provides meals and snacks. The college provides the curriculum and salaries. The cost to parents is seventy cents per hour.

From the hospital's viewpoint, the center not only provides a convenience but also helps maintain a more stable work force.

Jacoby, S. *Inside Soviet Schools.* New York: Hill and Wang, 1974.

This study reports a substantial gap in the Soviet Union between the need for day care centers and the actual number available. In the factories whose state-allotted budgets have allowed for the provision of day care for workers' children, the system works well, with flexibility for nursing mothers, infants, and overnight boarding for those few families who need it. According to Jacoby's observation, the concept of infant day care is still not widely accepted because of the deeply rooted belief, on the part of most parents and teachers, that small children need constant affection in an individual rather than communal setting.

Kamerman, S. B. *Licensing Standards and Regulations in Child Care Programs in Europe, Canada, and Israel,* rev. ed. Final Report of a Cross-National Study of Social Services and Family Policy. New York: Columbia University School of Social Work, 1977.

This book is one of the only sources found with information about day care in Poland. A very small percentage of Polish children are in the nurseries provided for children aged 6 weeks to 3 years. There are some nurseries in the work place, as well as in the city districts. Over 50 percent of all Polish children attend the preschool programs for those aged 3 to 7 years.

Kessen, W. *Childhood in China.* New Haven, Conn.: Yale University Press, 1975.

There is some discussion in this book of on-site day care in China, particularly the feeding stations, or nursing rooms. The author's descriptions of the rural and urban centers that he visited offer many contrasts to American methods of child care, such as the discouragement of solitary activity, lack of cognitive and social stimulation for infants up to eight months, and a gentle, nonverbal mode of discipline.

Keyserling, M. D. "Day Care Challenge: The Unmet Needs of Mothers and Children." *Child Welfare, 1971, 50* (8): 434-441.

The shortage of day care facilities is rapidly becoming a major national crisis, with many preschool children in unsatisfactory situations. One of the new approaches is employer-labor centers. The author briefly describes the different types of centers, focusing on the efforts by the clothing workers' union.

Kingsley, R., and Kingsley, M. *An Industrial Day Nursery: The Personnel Manager's Guide.* London, England: Institute of Personnel Management, 1969.

This is a simple, straightforward guide for the company thinking of starting a nursery. The booklet is devoted to the practical issues of planning and running and the costs of on-site day care, according to British standards in 1969. It includes many useful recommendations on indoor play. Also included is a copy of "Day Nursery Aims and Regulations" for an actual factory-based day care center. The booklet stresses the importance of the director's understanding of the demands placed on a mother who is a factory worker.

Leiner, M. *Children Are the Revolution: Day Care in Cuba.* New York: Viking Press (A Richard Seaver Book), 1974.

Day care in Cuba is administered by the Federation of Cuban Women, which has responsibility for all preschool programs for infants through kindergarten. The author describes the *padrino*, or "godfather," system used in Cuba to create a strong bond between the community, through its institutions, and its schools and day care centers. The system involves a cooperative arrangement between neighboring institutions (often factories) and schools. The factory, in effect, "adopts" a center and provides volunteer support services covering a broad range of activities. Considerable emphasis is placed on early learning (reading at 4 years of age), but the educational material available is of poor quality, according to Leiner.

Major, J. N. "Day Care on a University Campus." *Children Today,* Sept.-Oct. 1975, 25-26.

Parent initiative at George Mason University in Fairfax, Virginia, led to the establishment of an on-campus developmental day care program for 70 children of students and other community members.

Milkovich, G. T., and Gomez, L. R. "Day Care and Selected Employee Work Behaviors." *Academy of Management Journal,* 1976, *19* (1): 111-115.

This article describes a study of the Northside Child Development Center in Minneapolis, Minnesota, a day care center subsidized by employers. Three work indices were rated among three sample groups, containing ninety

employees in all. Lower employee absenteeism and turnover were associated with the group of employees whose children were enrolled in the program. There was no difference among the groups in job performance ratings.

Nailen, R. L. "Hospital Cares for Children so Nurses Can Care for Patients." *Modern Hospital,* October 1972, 97-98.

In response to studies of the nurse dropout problem relating the lack of day care for children to the inability of many nurses to remain in their profession, Doctors Hospital in Milwaukee, Wisconsin, established a child care center in several unused patient wards. The center has proven very successful in attracting nurses and in retaining their services during the years of its operation.

Nesenholtz, D. "Military Day Care - A Nationwide Survey." *Young Children,* 1976, *31* (2): 137-141.

Subject neither to Federal Interagency Day Care Requirements nor to state licensing standards, 22,000 children attend military day care facilities. Financing is through user fees and private contributions, and rarely by federal funds. Although the system is extensive, according to the author, information is difficult to obtain. Military day care is operated on an "as required" basis, at the option of the local facility commander. Services are widespread, but are not standardized in type or degree of care. There is no central organization for child care within the Department of Defense.

"New Child Care Center at Seattle's Virginia Mason Medical Center." *Group Practice, 24* (Jan.-Feb. 1975): 26.

At Virginia Mason Medical Center in Seattle, Washington, a day care center for preschoolers of employees is located adjacent to the medical complex. A staff provides the program, and shared hospital services add valuable backup. The program helps keep skilled personnel and fills a need where the trend is to have both parents working.

Oglivie, D. G. *Employer-Subsidized Child Care.* Washington, D.C.: Inner City Fund, 1973.

This report analyzes several important aspects of employer-subsidized child care. These include the potential rationale for employer-subsidized child care; the existing types of child care programs currently being sponsored by employers; conditions under which subsidized day care could be economically beneficial to employers; cost of alternative models of employer involvement (several models are given); potential economic benefits to employer; potential demands for employer-subsidized child care; effect of government regulations and licensing; legal and tax implications; and child care in other nations in relation to employer-subsidized programs. The appendixes include a bibliography and documentation for two computer-simulation models.

Perry, S. K. S. *Survey and Analysis of Employer-Sponsored Day Care in the United States.* Milwaukee, Wis.: University of Wisconsin, 1978.

This PhD dissertation proposes to identify all employer-sponsored day care centers in the United States, the characteristics which make for success, the benefits to employer and employee, and the problems encountered. A survey was conducted which showed that although the need for day care services has greatly increased, the number of industry-sponsored centers has decreased. The information gained from this study provides a useful guide for establishing this type of center.

Purnell, M. *Industry-Sponsored Child Care: A Question of Productivity.* Austin, Texas: Texas Industrial Commission, 1977.

This booklet discusses labor productivity in Texas industry as related to the increasing number of working women and their need for child care, up to around 1975. Information (in narrative and tabular form) is presented on production costs and labor productivity, the recent influx of women into the Texas labor force, the social and economic characteristics of women in the Texas labor force, factors of productivity, child care as a function of increased productivity, and cost factors of child care. It is recommended that the possibilities of industry-sponsored child day care services be further explored and that ways of reducing costs and minimizing liabilities be studied. A sample questionnaire for employees regarding their needs for child care is included in the appendixes, along with tabular and graphic information.

Rinaldo D. J.; Callihan, D. J.; and Worley, S. E. "Education Teams with Industry." *Childhood Education, 50* (January 1974): 139-142.

The Urban Affairs Child Development Center in the heart of Houston's Fifth Ward poverty area is described in this article as "one of the first industry-sponsored day care centers in the country using employee and corporate contributions to operate a non-commercial center as a community service and not for serving employees." It is stated that business benefits include tax deductions and good public relations from this type of project.

Roby, P. *Child Care: Who Cares?* New York: Basic Books, 1973.

This general book on day care contains one chapter on work place day care, in which the author describes four types: the in-plant or near-plant center, the residential or travel-route location, broker day care, and the day care fund. The author summarizes the problems of each type and suggests a few alternative approaches.

Rowe, M. "When the Employer Faces Day Care Decisions: Cost/Benefit Analysis and Other Decision-Making Tools." *Sloan Management Review, 14* (Spring 1973): 1-11.

Cost-effectiveness analysis is recommended over the more traditional cost/benefit analysis for early childhood programs because of data and measurement difficulties, such as the validity of many alleged "effects" of day care. A plan is suggested to aid employers' decision making. The plan includes good research, a needs assessment, type of employee participation, and ways of tracking certain effects.

Rukeyser, W. S. "Corporate Care for Kids." *Fortune*, 1971, *84* (3): 102-110.

Industry's response to the demand for day care aims to improve employee relations, help reduce local welfare rolls by making it possible for mothers to work, reduce absenteeism and labor turnover, and provide an opportunity for direct profit. Few industry-based centers have received a very positive response upon opening because centers are equated with institutionalizing the child. Among the employers included in the study is the Illinois Bell Telephone Company, which trained local women to provide family day care for their employees. The Amalgamated Clothing Workers of America pays all child care costs of union members and requires 10 percent of the payroll to help finance day care.

Ruopp, R.; O'Farrell, B.; Warner, D.; Rowe, M.; and Freedman, R. *A Day Care Guide for Administrators, Teachers, and Parents*. Cambridge, Mass.: The MIT Press, 1973.

This book is based on a study of 20 day care centers that provide what the authors consider to be good day care. Four detailed case studies are presented, including the union-sponsored on-site center offered by the Amalgamated Clothing Workers of America, AFL-CIO. The authors' conclusions include the following:

- Good and excellent child care comes in many forms and is now being offered by a wide variety of sponsors.
- Good and excellent child care is difficult to guarantee. There is one common base: enormous human effort. A child care center *is* its director and staff.
- Good and excellent child care is expensive.

The cost of care ranged from $1,200 to $4,100 per child per year in 1973. Four-fifths of the real cost of child care is personnel costs.

This book contains many helpful and informative charts, including a breakdown of administrative duties, organizations, floor plans for centers, and typical daily schedules.

Schatz, E., and Flaum, T. K., eds. *Industry and Day Care, II*. Proceedings of the National Conference on Industry and Day Care. Chicago: Urban Research Corporation, 1973.

The second national conference on industry and day care, sponsored by Urban Research Corporation in 1970, brought together representatives of industry, community agencies, and early childhood specialists to discuss mutual concerns and explore the role that industry might play in the development of child care services. The report lists 17 ways in which business can become involved in child care, and provides descriptions of all the current industry-operated day care programs in which industry has made a substantial commitment to community day care. The conference speeches included in this report address themselves to a number of pertinent issues. A developmental economist discusses needs and the costs-benefits of programs; the director of New York's Human Resources Administration describes various ways of creating a funding package; the Massachusetts day care coordinator discusses how Title IV-A of the Social Security Act can be applied to industry and community groups; and an urban affairs specialist presents the most important findings and the best sources of day care research as related to industry. (ERIC Annotation)

Schonberger, R. J. "Private Lives versus Job Demands." *Human Resource Management*, 1975, *14* (2): 27-32.

This article describes the current trend toward management flexibility in meeting the private needs of workers. On-site day care is suggested as one of many possibilities for addressing work-related concerns.

Sidel, R. *Women and Child Care in China*. New York: Hill and Wang, 1972.

The author describes her visits to many on-site child care centers in China. Virtually every rural commune and urban factory and institution visited had day care facilities for nursing infants and toddlers from 2 months to 3 years old. The author states that China's national commitment to child care is typical of most Communist countries and releases 90 percent of the women for work. There is extensive discussion of the political philosophy of China and aspects of its day care system that might be useful in the United States, such as on-the-job training, "multiple mothering," and educating for cooperation.

Siegal, E. "Child Care and Child Development in Thailand, Sweden, and Israel: Their Relevance for the United States." *American Journal of Public Health, 36* (May 1973): 396-400.

This report encompasses material gathered in 1971 in Thailand, Sweden, and Israel. The extensive experiences of the kibbutz and Swedish day nurseries are emphasized, since they are most applicable to present concerns in the

United States. In rural Thailand, success is closely related to the contribution that parents make to the planning and ongoing development of the centers. The author concludes that the United States would benefit from the redirection of our societal values; that the fear of group care for infants and young children is an unjustifiable deterrent to social betterment.

Spendlove, D. C. "Custodial Day Care on Military Bases." *Health and Social Welfare,* Nov. 1978, *3* (4): 113-130.

The author explores the problem of institutional child neglect within the United States Air Force day care system. A comparison is presented between the USAF day care regulations and the federal day care requirements, to which the military is not subject. The author's comparison demonstrates that the USAF regulations support child neglect. The author also presents ways in which a social worker, operating within the military system, can help bring about change in the system.

Steinfels, M. *Who's Minding the Children? The History and Politics of Day Care in America.* New York: Simon and Schuster, 1973.

Steinfels presents an excellent political and historical review of the development of day care, from its beginnings nearly a century ago to the present. She emphasizes the importance of regarding day care as a normal, not a remedial situation, as an advance in American society. Two types of on-site day care are discussed: industrial and franchise, along with the employer benefits associated with each type. It is currently noted that interest currently outweighs action. Initial capital investment and fear of criticism act as restraints upon industry-sponsored day care. Steinfels discusses in some detail on-site centers sponsored by industry, unions, and hospitals, viewing them as potentially low-quality, since the primary consideration is not children, but convenience for employees. A full discussion of day care as sponsored by the Amalgamated Clothing Workers of America is included. This book is an excellent resource for those interested in the history and development of day care.

The Government Center Child Care Corporation. *The Government Center Child Care Corporation Resource Book.* Boston, 1980.

This recently published handbook, developed in conjunction with the Government Center Child Care Center, located in Boston, grew out of a conference held in Boston in September, 1979 on how to establish interagency day care centers. The handbook includes original and published articles to be used as a guide to establishing such a center, including topics such as space negotiation, contracts, establishing a corporation, staffing, and legal aspects.

Urban Research Corporation. *Proceedings of the Conference on Industry and Day Care: Chicago, 1970.* Chicago, Urban Research Corporation, 1970.

This publication presents the proceedings of a major conference, attended by 175 industry representatives, early childhood specialists, community agency representatives, and day care operators and franchisers. The discussions are revealing and informative. The pros and cons and questions surrounding industry-related day care are thoroughly aired. Program profiles and valuable source lists are included.

Wagner, M., and Wagner, M. *The Danish National Child Care System: A Successful System and Model for the Reconstruciton of American Child Care.* Boulder, Col.: Westview Press, 1976.

This book presents a very comprehensive account of the Danish National Day Care System and discusses specific implications of this model for the American system. These implications include the following:

- A national, low-cost, high-quality group day care system can work.
- There is no place for profit in a high-quality day care system.
- New professions related to child care can be established by the national government.

Of particular interest in a section on on-site industrial day care in Denmark in relation to the preferred neighborhood center concept.

Additional "On-Site" Sources

"Employee Sponsored Day Care." Fact sheet produced by the On-Site Day Care Project: Research into the State-of-the-Art and Models Development. Albany, N.Y.: WRI, November 1980.

The following publications by the Women's Bureau of the United States Department of Labor, Washington, D.C., are in press and are expected to be available in spring 1980:

Perry, S. K. S. "Employer Sponsored Day Care Centers in the United States." Fact sheet.

Employers and Child Care: Establishing Services at the Workplace. Guidebook.

Rogers, F. *Children at the Government Worksite.* Manual.

Rudolph, C. *Management Training for Child Care Centers in Government Agencies.* Guide for governing boards and center directors.

2. STAFF DEVELOPMENT/EVALUATION

Anselmo, S. "Discipline in Day Care Centers." *Child Care Quarterly,* 1976, *5* (3): 192-197.

Auerbach, A. B. "Parents' Role in Day Care." *Child Care Quarterly,* 1975, *4* (3): 180-186.

Auerbach, S., and Rivaldo, J. A. *Child Care: A Comprehensive Guide: II, Model Programs and Their Components.* New York: Human Sciences Press, 1976.

Auerbach, S., and Rivaldo, J. A. "Rationale for Child Care Services: Programs vs. Politics." In *Child Care: A Comprehensive Guide: I.* New York: Human Sciences Press, 1975.

Bedger, J. E. "Cost Analysis in Day Care and Head Start." *Child Welfare,* 1974, *53* (8): 514-523.

Beker, J. "Needs of Child Care Training Programs: Report of a Mini-Survey." *Child Care Quarterly,* 1973, *2* (4): 285-286.

Bender, S. "Technique for Involving Parent Helpers in a Day Care Setting." *Child Care Quarterly,* 1975, *4* (1): 54-57.

Blehar, M. C. "Anxious Attachment and Defensive Reactions Associated with Day Care." *Child Development,* 1974, *45* (3): 683-692.

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